



Vermont Youth Conservation Corps  
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**Job Title:** Farm Production Manager

**Department:** Food & Farm

**Reports To:** Food & Farm Director

**Position Status:** Exempt

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**Job Summary:** The Farm Production Manager (FPM) is responsible for managing the day-to-day operations of the Farm at VYCC, VYCC's vegetable and poultry farm. The Farm at VYCC is the central life force of VYCC's nationally recognized Health Care Share. Over the past ten growing seasons, we have proudly established an 8-acre, fully diversified vegetable and poultry farm in Vermont's Champlain Valley with annual production of ~110,000 pounds of produce, 1,000 meat birds, a flock of laying hens, and a small number of cattle and pigs. Significant infrastructure – tractors, green and hoop houses, walk in coolers, a wash station, fencing – all support farm operations. The FPM will build upon this foundation, overseeing a thriving farm that offers meaningful employment and learning opportunities for youth, young adults, and hundreds of volunteers.

Learning, employment, personal growth, and service are at the “core of the Corps” and are the primary outcomes of all VYCC programs, including the Farm at VYCC. In this context, the Farm at VYCC is a vehicle for learning and the on-site project sponsor for VYCC crews. As a key member of the team, the FPM will collaborate closely with fellow program staff to create a vibrant learning environment for staff, leaders, and Members. We are seeking a teacher, a leader of youth and young adults, and an experienced farmer.

### **Essential Functions:**

*Farm Production, Health Care Shares Operations, and Administration*

- Manage all aspects of vegetable and livestock production, including planning, planting, managing, harvesting, storing, and distributing crops
- Oversee distribution of food shares for VYCC's Health Care Shares initiative

- Collaborate closely with the Food and Farm Director and other staff to strengthen and develop sustainable funding structures for the Food & Farm Program
- Collaborate on the continued growth of the Food & Farm Program, including off site partner farms serving as host sites for VYCC crews
- Develop and foster relationships with local farmers, businesses, and organizations to increase both production and learning opportunities
- Oversee and implement all aspects of farm capital and infrastructure – fencing, irrigation, hoop houses, tractors, barns, coolers, processing equipment, etc.
- Purchase, prepare and maintain hand tools, power tools, and small farm machinery
- Purchase and maintain soil amendments, greenhouse supplies, seeds, plants, and irrigation equipment
- Complete all record keeping and analysis of production and sales, including managing farm sales
- Develop business and production plans and systems that are informed by the vision, needs and resources of the organization
- Develop systems and standards for use of tools

#### *Education and Labor Management*

- Develop and maintain safety protocols for farm site and all workers
- Develop and supervise the work plans and educational components for farm apprentices
- Work with the Food and Farm Program Director to select work projects for work groups and volunteers
- Mentor farm Corps Members and Leaders, engaging them in learning about all aspects of the farm business
- Supervises the Farm team members focused on food production

#### *Facilities and Campus Management*

- Work with the VYCC Event Coordinator to assure that scheduled weekend events and tours are properly staffed
- Lead tours of the West Monitor Barn facility and grounds
- Be available and on call for the duration of the client’s scheduled time renting the West Monitor Barn
- Coordinate event parking for events as needed
- Collaborate with VYCC Logistics Coordinator to identify and tackle facility needs

#### **Other Responsibilities**

- Advise the development of the Food & Farm Program marketing materials
- Assist with additional VYCC programs as needed and appropriate
- Participate in Field Staff trainings and Crew Leader trainings
- Attend program events

#### **Required Knowledge, Skills, & Abilities**

- A minimum four years of experience managing a robust and production-oriented farm
- Experience in working with young people and interest in youth leadership, development and education
- Knowledge of – and implementation of – risk management protocols to ensure safety
- Familiarity with health compliance practices and protocols for a working farm
- Basic carpentry skills
- Experience in livestock management
- Proficiency in the safe use and maintenance of tractors or similar mechanical equipment
- Proficiency with budgeting, managing logistics, and administrative duties

- Passion for VYCC's mission and purpose and an ability to communicate this energy to others
- Demonstrated commitment to the values of diversity, inclusiveness and empowerment
- Demonstrated experience managing a high-performing team in a multi-site structure
- Strong relationship builder with the ability find common ground, build consensus, and strengthen collaboration among diverse stakeholders

### **Compensation Package**

- Salary begins at \$35,000 with optional housing on campus.
- VYCC offers generous paid time off, health coverage, and professional development opportunities for all staff.

### **About VYCC**

Our mission is to teach young people personal responsibility through meaningful work that connects us to the land, community, and one another. Youth and young adults (ages 15-24) join VYCC for practical and hands-on work, personal growth, and deep connection to the natural world by working on farm and conservation crews across the state. Learn more at [VYCC.org](http://VYCC.org).

### **Our Commitment to Diversity**

The VYCC is committed to creating a diverse environment and is proud to be an equal opportunity employer. Applications from diverse racial, ethnic, and cultural backgrounds, women and gender fluid individuals, LGBTQ folks, veterans, and individuals with disabilities are encouraged. All eligible applicants or job-holders have an equal opportunity in all areas of VYCC employment.

### **Our Workplace**

This position is based out of the Vermont Youth Conservation Corps Headquarters Office at the historic West Monitor Barn, in Richmond, VT. Our office is a collegial, bustling, and fun open office atmosphere, which offers staff opportunities to interact and collaborate. Successful staff are able maintain focus and productivity, balance personal initiative and independence, and plug into our team in ways that help us do our best work as an organization. Staff enjoy the perks of the Farm at VYCC and forest campus year-round, as well as the happenings of nearby downtown Richmond.

### **To Apply**

Please send a resume and cover letter, to Daniel Schmidt at [Daniel.schmidt@vycc.org](mailto:Daniel.schmidt@vycc.org). Applications will be reviewed on a rolling basis. No calls, please. VYCC offers a competitive salary and benefits, commensurate with experience and skills. Housing may be provided.